GrummanWorld

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Congress To Decide Fate Of A-6F This Month

The U.S. Navy has requested $702.2 million in fiscal year 1988, which begins this October 1, to spend on 12 new A-6F's.

When *Grumman World* went to press, the Senate Armed Services Committee had zeroed funding for the A-6F, and stepped up funding for the Advanced Tactical Aircraft (ATA), the Navy's next generation of attack aircraft. The senators want the Navy to spend more money on the classified ATA instead of buying new Intruders.

On the other hand, the House panel has left the A-6F intact, and cut the ATA funding substantially. A resolution is expected later this month when the Senate and House conferees meet.

Grumman aircraft are veterans in these legislative budgeting processes. "In this business, you go through funding conflicts. Aircraft orders from the military are often challenged by Congress," says Aircraft Systems President Renso Caporali.

This has been especially true in recent years. "There is a budget crunch. The U.S. deficit is very high," says Caporali. "In short, the country has been living beyond its means for some time. Somewhere along the line changes must be made. Defense is taking its hits along with everyone else."

Since August 1984, Grumman has been working on the A-6F under a no-profit, fixed-price, full-scale development contract. As part of this development program, the Intruder is getting a new engine, upgraded avionics and a new radar system. A production buy of 150-plus A-6F's was originally estimated.

Moving On Out. *The first A-6F prototype was recently moved from Building 6 to Building 7 at Calverton Operations on Long Island. The aircraft is expected to fly in August. The first A-6F production models were scheduled to begin rolling off the Calverton line in January 1990. (Photo by Karl Thoma)*

To a large extent, that anticipated production run provided the incentive for Grumman to take on a somewhat risky fixed-price contract right up front, says Caporali.

"We have a contract for the full-scale development of the A-6F and we are performing under that contract," says Caporali. "With the Navy, we are working hard to see if we can get the program re-approved through Congress."

Five A-6F prototypes are now in various stages of production at Calverton Operations on Long Island, says Program Vice President Dan Collins. The first A-6F prototype is slated to fly in August. The first A-6F production models were scheduled to begin rolling off the Calverton line in January 1990.

"We received long-lead funding in fiscal year '87 for all 12 A-6F's," says Collins. "Equipment for the first A-6F production model is now coming in the door. We've already released production drawings and scheduled the building of detail parts and subassemblies in the shop for the dozen aircraft."

As each month passes, the various stages of the Intruder production line change over from the A-6E version to the new A-6F model. The new A-6F development lab building in Calverton has been operational since January 1 of this year.

Collins points out that a lot of effort and money has been spent on the A-6F development. "So far, $350 million of the taxpayers' money has been invested in the A-6F," he says.

About 3,000 Grummanites are involved in the Intruder program. "We have been through the congressional fight before," Collins says. "The Intruder was out of the budget in 1980, 1983 and 1986. Each time it was eventually re-instated, but it doesn't mean that you get used to it. You still get nervous."

The A-6 has suffered from a perception problem for some time, says Caporali. "Its fundamental airframe dates back to the late '50s. From time to time, critics question: Why continue to put money into an old machine? Why not put money into new technology? However, the A-6, and in particular its systems, have been continuously modernized and updated.

"Furthermore, the Navy needs a good attack plane on the carrier now — and the A-6F fits the bill. Without attack aircraft, there is no reason for the carrier to leave port. If you take away the attack aircraft, a carrier has no teeth at all."

From time to time, there is discussion about converting F-14s or F-18s into medium attack aircraft. "But if saving money is the object," says Caporali. "this is at best a questionable solution."■

Checking, Always Checking. *The Grummanites in Building 11 in Bethpage are responsible for updating the white masters used to develop aircraft parts. They update the masters for all programs, such as the F-14, the E-2C, the EA-6B, and the A-6F. Here, inspector Eugene Rup double checks a measurement on a master. (Photo by Rich Breunig)*

What's Inside

Two Changes Made To EIP This Month - Pg.2

Benton, Pa., Gears Up For Grand Opening - Pg. 3

Security Flaws Detected During Inspection - Pg. 4

Patient Advocate: The Inside Story—Pg. 5

Two Changes Made To Investment Plan In June

Grumman has made some changes to the Employee Investment Plan (EIP), effective June 1.

One change involves requests made in a given month for withdrawals from all the EIP funds - Equity, Fixed Income, Guaranteed and Company Stock. As of June 1, the withdrawals will be paid based on the value of the fund at the end of the month. In the past, the withdrawal amount was based on the fund's value at the end of the previous month.

The method used to establish a month-end value of company stock has also be revised. On occasion, when members decide to withdraw or transfer their company stock, the value of the shares involved in these transactions exceeds the company's cash contribution to the plan. This forces the EIP to sell shares from the company stock fund on the open market to meet the requirements of these transactions. The method used to determine the month-end value for these shares has been refined to reflect the market prices of the shares being sold.

"These changes make it more equitable for all EIP members," says Bob Bradshaw, Grumman Corporation vice president and secretary.

There had been problems with the older methods. For instance, a person could walk into the EIP office at the end of May and request a withdrawal of his company stock based on the April 30 value. The EIP member would get a check in the amount of the share value as of April 30. However, the EIP might have to sell these shares at the current market price. Taking into account the actual sale price of the shares sold and the value of the company stock on the last day of the month when the withdrawal is made for those shares that are purchased with company contributions as in the past will help alleviate this problem.

"The new transaction methods will make it possible to use this new valuation method without affecting the time it takes to process a withdrawal check," says Bradshaw.

Remember that these changes took effect June 1. If you requested a withdrawal from your company stock fund in May, that amount will be based on the April 30th value.

If you have any questions about the Investment Plan, call the EIP office in corporate headquarters, Ext. (111) 57250.■

Matching Rate

For the third quarter of 1987, the Employee Investment Plan's corporate match has been set at 53 percent. That's down from the second quarter rate of 57 percent. The rate can fluctuate between 50 and 100 percent and is determined by the performance of the company over the past four quarters.

Precision. *At Stuart, Florida, Connie Hubbard builds one of three webs for the firewall on the Fokker 100 nacelle. Grumman has a subcontract to build nacelles for this passenger aircraft, which will feature the highly efficient Rolls-Royce Tay engine. (Photo by Jim Ferris)*

Grumman Must Comply With New Immigration Law

The Immigration Reform and Control Act of 1986 requires all employers to certify that new hires have proven their identity and that they are authorized to work in the United States. This new law affects all Grummanites (including summer employees) hired since November 6, 1986.

Immigration and Naturalization Service (INS) forms will be sent to those Grummanites shortly. They must submit these forms to their administrators as soon as possible after receiving them.

For identification verification, Grummanites must submit one of the following:

A state-issued driver's license or I.D. card with a photograph or information including name, sex, date of birth, height, weight and color of eyes; a voter registration card; a draft record; or a U.S. military card.

For employment eligibility, one of the following must be submitted:

An original Social Security Number Card; a birth certificate issued by a state, county or municipal authority bearing a seal or other certification; or an unexpired INS Employment Authorization.

Grummanites can take care of both the identity and employment eligibility verifications by submitting a valid U.S. passport; a certificate of U.S. citizenship; an unexpired foreign passport with attached employment authorization or an alien registration card with photograph.

As of July 1, new Grumman hires — including summer employees — will have to fill out the necessary paperwork before they start work. However, those who joined the company between November 6, 1986, and that date must fill out the forms as soon as they receive them and see their administrators for certification.

If you have questions about this new law, call Renee Cox in Employment, Ext. (111) 59385 or (516) 575-9385.■

InfoConversion Wins New York State Contract

The InfoConversion unit of Grumman Data Systems has been awarded a contract with New York State's Department of State. The contract is valued at slightly under $500,000.

InfoConversion provides data conversion and electronic publishing services to federal, state and commercial markets.

Under the contract, InfoConversion will transfer approximately 1.3 million Uniform Commercial Code records from paper to an optical disk system. The Uniform Commercial Code is the law that applies when a lender of money places a lien against the borrower's purchase to ensure his rights if the borrower defaults. For example, if a person borrowed money to buy land, the lender would file a lien against the land until the loan was repaid.

This project will use a laser optical disk-based processing computer system. "The progression to optical disk conversion systems is a logical evolution for InfoConversion," says George Devine, president of InfoConversion. "We have been providing information conversion services for many years. We see optical disk systems as the next major technological advance in information storage."

Optical disk systems store information in submicrometer holes on a rotating disk. The data is recorded and later read by laser beams aimed at the disk.

The work will take place in the Department of State's office in Albany. The job should take approximately six months to complete, so InfoConversion will hire about 40 people through temporary employment agencies in the area.

Let Us Know

We'd like to know what you think about the things you see in these pages, and what you see going on in the company. Serious comments, questions, and complaints are welcomed, and will be answered by the people most qualified to respond.

We'll get back to you promptly with their replies. If the topic is of general interest, we'll print it.

Letters to the editor should be addressed to *Grumman World*, 1111 Stewart Avenue, A22-GHQ, Bethpage, N.Y. 11714, and should include your name and address. Letters may be edited for clarity and space.

Next Edition: June 26

Upwardly Mobile. *Construction progresses on new hangars at Calverton. These will be used by the F-14D program. (Photo by Karl Thoma)*

Calverton Operations Gets Additional Room To Work

A number of construction projects is keeping Facilities Engineering busy at Calverton Operations on Long Island.

The steel structure of Hangars 7 and 8 is now up and the walls and insulation are being installed. These two connected hangars — mirror images of the two hangars nearby that were completed at the end of 1986 — will be used by the F-14D program.

Close by, the administrative offices that house Navy and Grumman Personnel people are being modernized with new offices, air conditioning and duct work. The staff will be housed in a temporary building outside Building 7 until the work is completed.

To free some manufacturing space, a 15,000 square-foot modular office building has been put up outside Building 6. "The old offices took up material storage and production space," says Joe Welsch, Facilities' chief engineer at Calverton.

Construction will soon begin on the biggest of the building projects at Calverton: an EA-6B building.

This will be erected next to Building 8. The new Prowler lair will be a two-story building with a basement. "The first floor will have shielded rooms with labs," says Charlie Tadlock, Facilities' project engineer. The shielded rooms are needed to keep powerful jamming signals from interfering with local transmissions. "The second floor will be dedicated to computers and to office space."

The building is scheduled for completion in June of next year. Most of the people who will move there are now working in Building 7 in Calverton.■

Don't Withhold This Form

Reacting to criticism that the new W-4 worksheet was too complicated, the Internal Revenue Service has issued a simplified version: the W-4A. The worksheet for the W-4A is much simpler, but the actual form is the same. The W-4A will be available at Employee Services offices shortly.

All Grummanites must file a W-4 or W-4A before October 1. To date, 60 percent of all Grummanites have done so. However, some people have submitted W-4 forms that they received from their accountants. These forms do not have the proper Grumman codes on them, and they must be returned to the Grummanites. *Only* Grumman-printed W-4 or W-4A forms can be processed by Personnel Records.

Picnic Date Set

The annual Grumman Family Picnic will be held on Saturday, July 25, at the Calverton grounds on Long Island. Raindate is Sunday, July 26. Tickets will be on sale at all Employee Services offices in the near future. Admission is $5 per person; children under the age of 12 are admitted free.

Electronics Systems Putting Pennsylvania Plant In Gear

This month, Grumman Electronics Systems Division begins staffing its new component assembly facility in Benton Park, Pennsylvania.

Eighty-seven people will be hired from the local area this year; they will begin training immediately. Thirty Grummanites will transfer from Great River Operations on Long Island to the new facility beginning in July.

Construction will be finished on the new building, which occupies 115,000 square feet on a 16 acre site, next month. Printed circuit board production is scheduled to begin August 3.

"At the heart of all the products produced at Great River is the printed circuit (PC) board," says Ken Walch, director of Benton Operations. "Benton's success is important to the entire division."

The production technology bound for Benton, which includes the automatic line used for medium to high volume PC production, will be transferred from Great River. This will have some impact on a number of Grummanites in Great River.

"No one at Great River is losing a job because of the opening of Benton," says Walch. Right now there are about 120 people in the Printed Circuit Department at Great River. According to Walch, close to 30 of them are moving to Benton and about 70 are being transferred to other programs in Great River. The remainder will continue to work at developing new products at Great River.

While Benton's operating cost will keep Grumman's printed circuits competitively priced, there was another reason for opening it.

"We needed more room at Great River because of the build-up of the RADCOM and IFTE lines," says Walch. RADCOM is a computerized automatic tester built to troubleshoot the radar and communications gear carried by the E-2C and other aircraft.

The Intermediate Forward Test Equipment — IFTE — is the next generation Army weapon systems tester. Electronics Systems won the IFTE contract two years ago and will soon begin production. The first application of this flexible troubleshooter is to the Hawk missile's electronics. IFTE is expected to be applied to other major weapon systems as well.■

New assignments

The following Grummanites recently received new assignments:

Aircraft Systems

Bethpage Operations - James Archer, foreman, Final Assembly, Bldg. 1.

Manufacturing -Tyson Dominy, group head, Metallic Processing, Forming and Heat Treating, Bldg. 2.

Integrated Logistics Support - Richard Cascio, supervisor, ILS Resources Control, Bldg. 106; and Harry Kuhlman, program manager, Peculiar Support Equipment/A-6, Bldg. 40.

Data Systems

Program Management - Dominick Bello, program director of Headquarters Region Programs, Bldg. 237; Dennis Pelehach, program director of the Headquarters System Replacement Program for the U.S. Air Force 7th Communications Group, Bldg. 237; and Earl Tillman, program director of Southern Region projects, Huntsville, Alabama.

Note: Departments wishing to place their appointments in Grumman World should send the official announcements to: Grumman World, C14-05.

Retirees

On behalf of our fellow workers, *Grumman World* salutes the following Grummanites for their contributions to the company and wishes them well in their retirement. Those who have recently retired are:

Edward J. Wiencek (2), Charles Hedler (43), Raymond F. Amendola (2), Daniel J. Anelli (2), Eugene Bonan (105), Ralph Boyd (121), Frank Budzenski (2), Lloyd Collins (3), Joseph C. Dance (2), William B. Dautrich (2), Irene M. Lattenhauer (44), Victor Milligan (44), John Osieglewski (2), Gilbert L. Parachini (121), Gene J. Pinelli (35), Abraham Rubenstein (106), Michael Salerno (44), Carl Swanson (40), Charles Bradford (1), Albert DeGennaro (106), Anthony DeNardo (6), James Donohue (2), Robert C. Erdman (2), Joseph J. Gaffney (2), Josephine Gorlesky (2), Alec R. Harvey (6), Ethel Henrie (105), Kenneth R. Johnson (2), Robert Kress (5), Russell E. Conklin Jr. (5), Howard S. Fraser Jr. (5), Clarence Wenzel (25), Murray Bernstein (274), Stanley Pancir (43), Eugene J. Toscano (5), Osmond Henderson (77), Walter Schnaderbeck (286), Ralph Taylor (6), Gerald M. Maurer (9), James J. Edwards (14), Herbert R. Jaffe (2), James E. Laino (14), Hugh H. Lowery (35), Richard V. MacMillan (14), James E. McNulty (14), Thomas M. Wolfson (1), Charles O'Connor (GHQ), James Banks Jr. (1), August W. Bilzi (2), Raymond Young (28), Andrew Gargiulo (43), George Zetkov (5), Anna Britton (GHQ), Walter Geery (112), Walter Farrow (3), Wilber VanValkenburg (2), Robert A. Byrne (5), Francis J. Carlin (14), John E. Dennihy (106), Vahe Jordan (35), Martin Klugman (121), Walter Kubiak (2), Julius Marcucci (3), Frank Szabo (3), Alfred J. Sicuranza (25), Warren Trott (1), Isabella L. Vnook (30), Lothar Weber (14), Evelyn O. Wilson (1), Beatrice E. Winkler (5), Michael L. Abbondondolo (3), Josephine E. Ruff (12), Walter B. Monsen (106), John L. Schenna (18), Steven Delnicki (2), Paul Anbro (289), James Geraghty (287), Edward A. Orantas (30), Rodney W. Unold (35), Barrett Whitman (35), John J. Crochiere (20), Joseph V. Averso (1), Raymond F. Coffey (6), Frank E. Howard (6), Beatrice L. Frey (5), Marion Cook (3), Lawrence B. Gafney (6), George R. Wurston (3), Beverly M. Cohen (5), Salvatore J. Tascone (2), Norwin H. Rehm (3), Harry Roehrig (1), Michael A. Vargas (9), Louis Visconti (14), Nicholas Williams (2), Gene Pinelli (35), Paul R. Strauss (12), Charles A. Bush Jr. (56), Claus Meissner (35), George E. Bennett (43), Kenneth E. Camidge (17), Virginia T. Hulka (GHQ), Joseph Caradonna (GHQ), George Souhrada (5), Salvatore Ventimiglia (3), John Ketcham (43), Herbert F. Lohr (106), Clarence M. Ammons (88), Kleanthes Anton (2), Patricia Andrews (5), Robert P. Bauman Jr. (112), William Borruso (28), Dorothy P. Chrystmos (4), Charles B. Cook (1), Robert S. Demarest Jr. (35), Henry Faeth (5), Peter Gelpi (25), Harold E. Groom (5), Henry Huttenlocher Jr. (121), John M. Arleth (14),Robert Biasotti (35), Stephen L. Biesiadecki (GHQ), Joseph A. Crabbe (237), Douglas Craven (1), James Fitzpatrick (14), Edward Friedman (3), Hoshen R. Lu (5), Joseph C. Locurto (5), John J. McCullagh (14), Frank J. Murphy (88), Thomas Roche (7), George Wurston (3), William R. Paul (30), Charles G. Englert (18), Charlton K. Clark (43), Grace R. Volpe (2), Graydon A. Burns (1), Michael R. Nastro (1).

Inspectors Find Confidential Documents Left Unsecured

During its May security inspection at Grumman's Long Island facilities, the Defense Investigative Service (DIS) found Confidential information stored on desks, shelves and even in a box marked "trash."

Because of these security violations, the DIS plans to return in July for a follow-up inspection. Should the DIS again find improperly stored Confidential materials or other security violations, it could give Grumman an "unsatisfactory" security rating.

"If they give us that rating after their next inspection, we would be given about 90 days to correct the deficiencies," says Harry Volz, the director of Security and Transportation. "During that period, no additional classified information could be given to Grumman and no contracts could be awarded. That's three months of potential awards down the drain."

The company was advised of the deficiencies in a letter to Grumman President John O'Brien from the DIS. Grumman's security procedures were praised, but the DIS found that the procedures were not being followed in some areas.

Strict adherence to security procedures is paramount, says Volz. "These days, it has become a criterion to be used in awarding contracts. If you have the stigma of inferior security against you, it can be used to award a contract to someone else."

Most of the security violations detected during the May inspection pertained to Confidential documents, the lowest of three levels of classified information.

Confidential documents do not have the same accountability requirements as Secret material does. "Because of this," says Volz, "there is a misconception among some employees that Confidential material does not require the same physical protection as Secret material."

Confidential documents must be kept locked in approved safes, steel file cabinets or desks equipped with locking bars locked with three-position, changeable combination locks — the same as required for Secret documents.

The DIS routinely inspects all defense contractors' security procedures every six months. Poor reports have hurt companies.

Lockheed lost hundreds of classified military documents relating to a top-secret Air Force program, which led to a Congressional probe last year. The company had its security clearance rescinded for 90 days and could not receive additional contracts. General Dynamics' Convair Division had its Pentagon clearance temporarily suspended in 1985 while upgraded security procedures were installed. There, too, the clearance had been suspended because classified documents were lost.

The mishandling of documents detected during the May inspection has prompted Grumman Security to take several initiatives.

"First, we're increasing our self-inspection program," says Volz. Security teams are now making spot inspections throughout the company. "Inspections will also be done in our facilities in Stuart, Florida, in Milledgeville, Georgia — wherever we have people working with classified information."

"I told my inspection teams that they are out there to help employees develop better procedures and resolve their security problems. They are not vigilantes," says Volz.

"This is a cooperative effort. We must be able to demonstrate that all aspects of our security program are commendable."

Nonetheless, the individual Grummanite will be more accountable from now on, says Volz. "Security will be included in performance appraisals. We are going to formulate specific Personnel policies concerning the discipline of employees who violate security procedures."

If you have questions about the storage and handling of classified documents, call the Security Department at (111) 53635 or (516) 575-3635.■

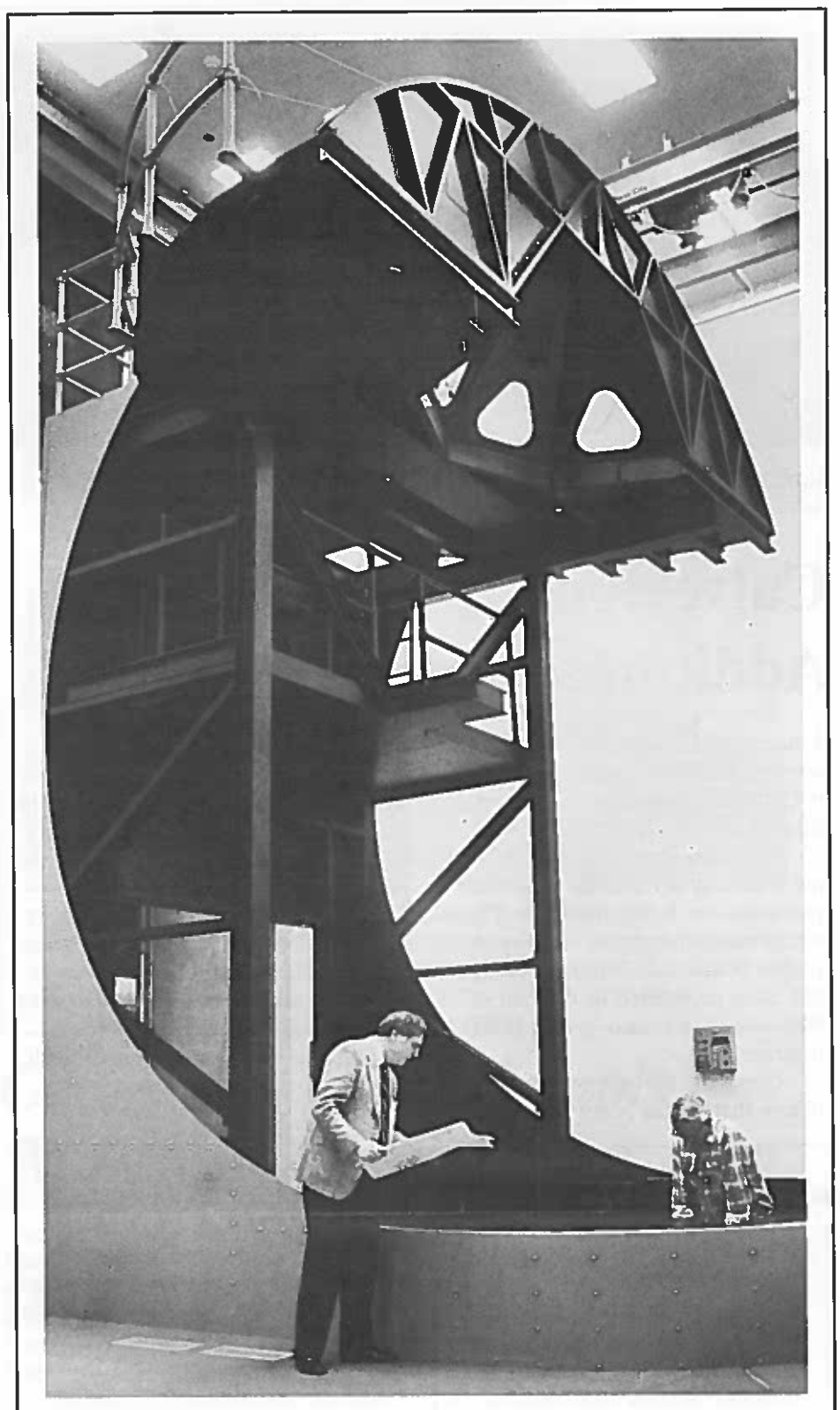
Next Grumman Lecture June 19

Nobel prizewinner Dr. Ivar Giaever will be the next guest speaker at the Leroy Grumman lectures. The lecture will be held on Friday, June 19, at 4:30 p.m. in the Grumman headquarters auditorium.

Dr. Giaever is a biophysicist with General Electric's Research and Development Center. His topic: "Pathological Science II." It will be an update of a lecture given in 1953 by another scientist, Dr. Irving Langmuir. In it, Langmuir discussed "the science of things that aren't there," phenomena such as N-rays, unidentified flying objects, and extrasensory perception.

Giaever has written 68 papers and holds 31 U.S. patents. In 1973, he shared the Nobel Prize in Physics with L. Esaki and B.D. Josephson. In 1974, Giaever received the Vladimir K. Zworykin Award from the National Academy of Engineering. He is now studying the behavior of organic molecules on solid surfaces.

All Grummanites are invited to attend, but you must reserve a seat by calling Susan Boccasini at Ext. (111) 63396 or 53766 (516-346-3396 or 575-3766).



Open Wide. *Howard Sherman (L), the director of the Systems Simulation Development Lab in the Engineering Development Center in Bethpage, goes over plans for a 24-foot dome with a member of the construction crew. (Photo by Bob Settles)*

Pieces Falling Into Place For New Simulation System

The 24-foot dome that will be used to re-create real-world scenarios for simulation of advanced weapon systems designs will be completed by the end of this month.

The dome is the most striking component of the Systems Simulation Development Lab's new advanced, real-time simulation system now being built in the Engineering Development Center in Bethpage.

In the dome, engineers will install a cockpit. The system is very flexible and can simulate numerous vehicles from tanks to advanced fighters. The crew in the cockpit will see projections on the dome of simulated land forms, sea- or airspace as if they were in a combat situation.

For aircraft projects, the pilot will test fly simulated systems under full mission conditions. In addition, the systems will go up against real threats. Onto the dome, computers will project data showing known enemy missiles, radars, and electronic warfare systems. The data will also show up on the cockpit's sensing systems and displays. These enemy threats can also be electronically advanced to create more potent threats of the future.

The missions will be very realistic. While the crew is inside the dome, others at the controls of player's stations can simulate friendly or unfriendly vehicles. The crew inside the dome can monitor those actions and respond to attacks.

The facility for the computer systems that will control the projection of the images within the dome is now being constructed. It should be operating early next year.

Patient Advocate: It's Not Only A Cost Saver — It Helps You Make Good Health Care Decisions

At the beginning of the year, a new feature was added to the Grumman/Travelers Group Health Insurance Plan: Patient Advocate.

Patient Advocate is what's known in the insurance business as a managed care program. "It is much more than a cost containment program," says Mary Kaye Cronin, manager of Insurance Benefits. "Its goal is to get Grummanites more involved in exploring treatment alternatives, so they can better determine how their health care needs will be met. In addition, they receive guidance that will help them get the most out of the Grumman health plan."

You must call Patient Advocate: prior to any scheduled hospital admission, including maternity; within 48 hours of an emergency admission; and prior to the surgical procedures that require a second opinion. (Second opinions for some procedures have been required since 1985.) If you don't call Patient Advocate, *there is an extra deductible of $250 for non-compliance.*

When you call Patient Advocate, you are assigned one of the nine registered nurses associated with the Grumman program. They know the Grumman/Travelers plan inside and out. They will tell you if a second opinion is required by the Grumman plan, the average length of stay in a hospital for your case, the health care alternatives available, and other decision-making information.

They will talk with your doctor, and tell you if there are alternatives to your surgery. "The decision as to whether or not to have surgery is always up to you," stresses Cronin. "The patient advocates are there to advise you."

They are also there to help you work your way through the often confusing world of health care. They will mail you Grumman forms to fill out and suggest post-operative care options.

Since Patient Advocate has a nationwide network of doctors, you do not have to hunt through the yellow pages anymore. They will supply the names of doctors in your area who offer second opinions. In some cases, the advocate will determine a second opinion to be unnecessary.

Grummanites nationwide can call the program on a toll free number (1-800-521-0157), Monday through Friday, 7 a.m. to 7 p.m. Eastern Standard Time.

"Initially, some people were annoyed that they had to call," says Paula Barber, one of the patient advocates assigned to the Grumman plan. "But now, most callers really appreciate the advice and personal attention. In most cases we do follow-up calls to the patients just to see how they are."

The advocates keep track of the latest drugs and medical procedures, and convey all this information to the patient. "Today, in many cases, a person can be treated without going into the hospital," says Barber. "A good example would be an orthopedic patient receiving physical therapy at home instead of in the hospital."

People tend to be suspicious of "800" numbers, but Patient Advocate has set up its phone system in such a way that you will rarely get a busy signal and you'll never be put on hold for long. Detailed call records are kept, and outside auditors have confirmed that the longest waiting period has been seven seconds.

"It's never so busy that we can't talk for as long as we need with the patient," says Barber.

Bill Havron, a senior software engineer for Grumman Melbourne Systems in Florida, has conferred with Patient Advocate twice for medical care for his wife, Juanita Havron. Both times he dealt with the same advocate.

"In a medical crisis, you always appreciate prompt attention," he says. "Patient Advocate does a super job."

In the first case, the advocate waived the requirement for a second opinion based on her discussion with Mrs. Havron's doctor. "The second time was for a fairly common ear operation that could be performed in the doctor's office or the hospital," says Havron. "After discussing it with the patient advocate, my wife opted for the hospital."

Alfred Miller, a program coordinator for Aircraft Systems' Material Management in Building 3, Bethpage, underwent emergency surgery for an infection that had started to affect the bones in his foot. His wife called the Patient Advocate.

"It was an upsetting experience," says Miller. "My wife had a lot to worry about, and the patient advocate was a great help. She even set up a visiting nurse for when I got home, and ordered me a cane."■

Got Any Questions? Call 1-800-521-0157

What if I really need to go into the hospital?

It's not the intent of Patient Advocate to keep you out of the hospital when hospitalization is the best treatment alternative for you. Instead, Patient Advocate is designed to prevent unnecessary hospitalizations while directing you to the effective treatment alternatives. Remember the final decision on whether or not to have surgery is always up to you.

Isn't every case different?

Every medical case is different. The Patient Advocate staff recognizes this fact and takes into account the differences among individual patients' general health and medical problems when making recommendations.

What if my hospitalization is an emergency?

In the event of an emergency, urgent, or unscheduled admission, you should call Patient Advocate within two working days of the admission to avoid reduced benefit payment. If you can't call, have a family member, friend, doctor or hospital staff member, call for you.

Why should I use Patient Advocate?

Using the program is an important way for you to protect the health and well-being of yourself and your family. Your benefit plan has been expanded to include Patient Advocate to ensure that your health care needs are met with services provided in the most appropriate setting. For the program to be effective, your cooperation is essential.

What happens if I don't use Patient Advocate?

It's very important that you understand the program and cooperate with the review process, not only because it will assure you appropriate medical care, but also because failure to participate will result in reduced payment under your benefit plan.

How does the patient advocate determine how long I can stay in the hospital?

The advocate bases this determination on both insurance industry guidelines as well as conferring with your doctor. Remember that you decide what's best for you. The advocate's role is merely to advise you.

Be aware that some hospitals are under the impression that the advocate's recommendations are binding, which isn't the case. Payment will be based on actual services rendered.

Besides length of stay, how else can the patient advocate advise me?

The advocate can recommend alternatives to surgery, and alternative settings — such as a doctor's office or the outpatient clinic of a hospital. Some surgical procedures may be reimbursed 100 percent if performed on an outpatient basis. The advocate can also give advice on follow-up care.

Why do I have to call Patient Advocate for a second opinion? What was wrong with the way it was done in 1985 and 1986?

The biggest problem was that in many cases, the patient's need for surgery was clear-cut, yet a second opinion was required. The patient advocate is able to waive that requirement if information from the patient and doctor backs that up.

In addition, there was no established network of doctors to which Grummanites could go for second opinions, and some plan members found it difficult to find a doctor for this purpose. Patient Advocate has a network of second opinion consultants who are members of the Travelers Consultant Panel.

Can I call Patient Advocate for information even if I'm not going to have surgery?

By all means. You can call Patient Advocate whenever you want to learn more about health care alternatives or resources available in your community. The advocates will give you the information you need when you need it, so you can get the best use out of the health care system and your benefits.

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People

High Tech Help

Grumman has been promoting its good neighbor image at Stony Brook University by lending a hand. Actually, the company lent a whole employee.

Joe Marchese, who heads the Grumman Computing Center in Holtsville, has been lent to Stony Brook University to work as acting director of computing while the University searches for a full time director.

"He's a real catch," said Bob Schneider, vice provost for research and acting vice provost for computing and communications. "He came in at a complex time and has been an extremely valued member of the team that is exploring Stony Brook's computer future."

Marchese, a Stony Brook alumnus, spends 80 percent of his work time at the University, and 20 percent of his time overseeing operations in Holtsville. He is working at Stony Brook while they update their technology. He finds the work "exciting in every sense of the word. You're really going from 1960's technology to the 1980's in a very short time."

Grumman sees itself benefiting from the arrangement also. "Joe says he's finding things at Stony Brook he'd like to see us do here, so it's helping all of us," said Tom McKessey, senior vice president for information systems and operations at Grumman Data Systems. "And I believe students who see the professionalism and expertise Joe brings to the job will want to consider Grumman a good place to work."

Professionally Speaking

Richard Hadcock has been re-elected chairman of the U.S. Department of Commerce's Technical Advisory Committee on Transportation. The committee advises the government on technology and export controls. Hadcock is deputy director of Technology Development for the Aircraft Systems Division.

Sewell Honored

Chuck Sewell was honored posthumously with a Bishop Wright Air Industry Award. The former Grumman chief test pilot died in a plane crash last summer in Connecticut.

Sewell is best remembered for his work as the test pilot of the X-29 aircraft. His widow, Bonnie Sewell, accepted the award at a luncheon ceremony on May 27, 1987. His son, Rick, was also present at the ceremony.

The award, presented annually by the Protestant/ Ecumenical Chapel at J.F.K. Airport, honors outstanding people involved with aviation. It is bestowed in the memory of Bishop Milton Wright, father of aviation pioneers Wilbur and Orville Wright.

Everything Old ...

While most of us are lucky if our cars last 10 years, Rodney Sell has had two that are 55 years old — including one he rebuilt, chassis and all.

"Old cars fascinate me," says Sell, material coordinator for purchasing at Grumman Olson in Tulare, California. "No two are the same. They require a lot of work to restore, but you get a lot of pride from seeing the results."

Sell's first antique car, a 1932 Ford, was a massive restoration project. There were a lot of parts missing from the car when he bought it. So Sell and his wife, Jeri, built them from scratch. They also added modern features such as air conditioning and cruise control. The project took four years, and the Sells sold the car two years ago.

Most of Sell's current 1932 Ford Tudor was rebuilt by two friends. But the car's body is Sell's handiwork, as are its custom touches, including handmade, chromed sidebars. The car is painted candy red with a flame design up front.

Sell dreams of one day rebuilding an antique Rolls-Royce. But since the cost would be prohibitive, he'd settle for a 1955 Chevy.

Sell doesn't drive his '32 Tudor to work — the vehicle is strictly for pleasure and for auto shows. On occasion, he will let friends use it as a backdrop for wedding photos.

But he holds on to the keys.

What's Inside. *Rodney Sell likes the look of his 1932 Ford Tudor. Restoring the car involved completely remaking it under the hood as well as outside. The car is his second of that vintage.*

Mayday? Don't Panic

Grummanite Jim Smith has received the U.S. Coast Guard Certificate of Operational Merit and a Town of Islip Citation for rescuing several people on Long Island's Great South Bay.

All Aboard. *Jim Smith, a senior logistics analyst from Building 17, moonlights as a member of the U.S. Coast Guard Auxiliary. He recently received several citations for his work on the Irish. (Photo by Bob Settles)*

Smith, a senior logistics analyst in Building 17, Bethpage, has been a member of the Coast Guard Auxiliary for nine years.

Last July 28, Smith responded to two Mayday calls while patrolling the bay in the 25-foot Auxiliary vessel, the *Irish*.

When a 17-foot speed boat capsized and two people were in the water, Smith and his crew were on the scene eight minutes after they got the call.

They immediately threw life jackets to the swimmers. One was near exhaustion and was later given first aid for leg cuts. The crew then retrieved the speedboat, turned it right side up, and got the water out.

An hour later, another Mayday call was received. This time, a vessel was sinking with six people on board. One of the boat's wooden planks had loosened. The *Irish* was able to save the passengers but, unfortunately, a passing boat's wake submerged the 25-foot pleasure craft.

Later that night, another boater flagged down the *Irish*. Water was seeping into his docked vessel. Smith and his crew maneuvered the *Irish* over to the dock and saved the boat by repairing a broken hose.

Engineers Get An A+ As Teachers For A Day

Junior high school is a time most of us would rather forget. But Grummanites Phil Bevelacqua and Nick Mitchell recently went back for a day.

The two men talked about Grumman with students at Junior High Schools 117 and 143, Bronx, New York. They were recruited by the New York City Board of Education's Mentors in Engineering program, which aims to spark an interest in engineering among seventh graders.

"The program exposes the students to technologies they're unfamiliar with, in which they might one day be interested in working," said Ira Gurkin, who teaches an accelerated science and math class at J.H.S. 143. "Though they're bright kids, most of them are economically disadvantaged. We want to motivate and challenge them, to counteract the negative influences of the Bronx in 1987."

Bevelacqua is a project engineer for computer integrated manufacturing in Grumman Aircraft Systems' Manufacturing Department, Bethpage. Mitchell is a structural test engineer for the Joint STARS program in Grumman Melbourne Systems Division, Melville. Mitchell discussed Grumman's aircraft and how they are designed, while Bevalacqua spoke about manufacturing, computerized production, and robotics.

Gurkin's students were especially curious about the X-29 advanced technology demonstrator and its forward swept wings. "I really enjoyed the presentation, because I'm very interested in aircraft," said 13-year-old Regan Starkie. "I plan to join the Air Force someday and become a pilot."

Both Grummanites cautioned that success in the technical world comes as much from hard work as from innate ability. "A machine operator in my area is studying computer science at night," said Bevelacqua. "It'll take him seven years to finish college, but if you want something bad enough, anything is possible."

Back To School. *At Junior High School 143 in Bronx, New York, Phil Bevelacqua and Nick Mitchell (center) check out students' homework projects: aerodynamic paper planes. They recently gave a talk about Grumman to seventh grade math and science students at the school. The talk was through New York City's Mentors In Engineering program, which encourages students to consider engineering as a career. That day, the Grummanites also visited Bronx's Junior High School 117. (Photo by Bob Settles)*

Gurkin also gave his students a related homework assignment the weekend before the Grummanites' visit: to build paper planes with aerodynamic features. One student's plane had winglets, small stubs on the end of a wing that smooth airflow.

Mitchell pointed out that he attended high school nearby, at Bronx High School of Science. "When I look back on my school years, I don't really feel that I was a super-smart student," Mitchell told the students. "It was just that I applied myself to my studies. You can do it, too."

Mitchell had been involved in the Mentors in Engineering program before, but Bevelacqua was a newcomer. He has since made copies of some Grumman videotapes, on various manufacturing topics, for the city's schools. "I was very favorably impressed with the reception we got, and the attentiveness and questions of the students," he said. "This is a step in the right direction, and I'm glad Grumman is part of it."

The program's main sponsor is Mobil Corporation, but the mentors themselves are from several organizations. Other organizations that have provided speakers are AT&T, Mobil, Norden Systems, the Army Corps of Engineers and various civil engineering firms.■

Information Please

Data Systems has completed the refurbishment of its technical library. A branch of Grumman's Technical Information Center, the library is on the fourth floor of Building 237, which is 1000 Woodbury Road in Woodbury, on the south side of the building, the side facing the Expressway. The library's operating hours are 9 a.m. to noon and 1-4:30 p.m.

Obituaries

Wilford A. Adams of Field Engineering, Virginia, Technical Services Division, died March 30 at the age of 58. He had been with the company since 1966 and resided at 3536 Baw Creek Blvd., Virginia Beach, Virginia.

William P. Bennett Jr. of Customer Supply Requirements Management, Bethpage, Aircraft Systems Division, died May 4 at the age of 40. He had been with the company since 1965 and resided at 295 West 23rd St., Deer Park, N.Y.

Robert R. Ferris of Special Project Prototype, Great River, Electronics Systems Division, died May 5 at the age of 49. He had been with the company since 1962 and resided at 56 New York Ave., Deer Park, N.Y.

Norman T. Ritter of Marketing, Bethpage, Aircraft Systems Division, died April 27 at the age of 60. He had been with the company since 1951 and his mailing address was P.O. Box 112, Centerport, N.Y.

Margaret Sherwood of Inventory Management, Great River, Electronics Systems Division, died April 27 at the age of 64. She had been with the company since 1984 and resided at 60 Knight La., Kings Park, N.Y.

Gerald E. Zeman of Structural Design, Bethpage, Aircraft Systems Division, died April 25 at the age of 60. He had been with the company since 1965 and resided at 40 Sunflower Dr., Hauppauge, N.Y.

Retiree Obituaries

Joseph E. Abrams at P.O. Box 704, Los Alamos, New Mexico, died March 16, 1987. He retired in 1977.

James Alverson at P.O. Box 463, Black Mountain, North Carolina, died April 30, 1987. He retired in 1986.

William H. Ammarell of Friendship St., Waldoboro, Maine, died May 18, 1987. He retired in 1973.

Raymond J. Bell of 502 Elmwood Dr., Holiday, Florida, died May 4, 1987. He retired in 1968.

Rosario S. Bentivegna of 1655 W. Ajo Way, Tucson, Arizona, died April 15, 1987. He retired in 1978.

Harry A. Damien of 8775-20th St., Village Green, Vero Beach, Florida, died April 18, 1987. He retired in 1973.

Anthony DeLouise of 81 Brook St., Bay Shore, N.Y., died April 28, 1987. He retired in 1976.

Robert W. Fortner of 16 Hollywood Ave., Massapequa, N.Y., died April 29, 1987. He retired in 1986.

William Frazier of 46 Highland Ct., Huntington, N.Y., died April 29, 1987. He retired in 1984.

Vincent V. Garzia of 621 Brittany Pl., Delray Beach, Florida, died April 23, 1987. He retired in 1974.

James J. Grady of 122-07 115th Ave., Jamaica, N.Y., died April 10, 1987. He retired in 1985.

Frank Hejduk of 1521 Smithtown Ave., Bohemia, N.Y., died April 20, 1987. He retired in 1965.

Frank Higgins of 138 Summers St., Oyster Bay, N.Y., died April 25, 1987. He retired in 1983.

Edward Karpinski of 21 Carpenter St., Glen Cove, N.Y., died May 7, 1987. He retired in 1977.

Donald J. King at P.O. Box 1714, Friday Harbor, Washington, died April 8, 1987. He retired in 1983.

Lavina Kordes of 102 Ketewamoke Ave., Babylon, N.Y., died April 21, 1987. She retired in 1966.

Gaspare LaRosa of 86 Venice East Blvd., Venice, Florida, died March 15, 1987. He retired in 1977.

Fred H. Luning of 20 Manetto Rd., Farmingdale, N.Y., died April 30, 1987. He retired in 1976.

Carl F. Marten at Box 24, Riverhead, N.Y., died April 17, 1987. He retired in 1967.

Otto M. Neckel at P.O. Box 52, Beverly Hills, Florida, died April 23, 1987. He retired in 1965.

Herman M. Olsen of 1633 West St., Utica, N.Y., died April 19, 1987. He retired in 1959.

Sebastian Pangallo of 511 Lee Ct., West Hempstead, N.Y., died April 21, 1987. He retired in 1968.

Douglas H. Pattison of 310 Arvana St., Houston, Texas, died April 24, 1987. He retired in 1973.

John E. Urgo of 818 Demask St., Port St. Lucie, Florida, died May 5, 1987. He retired in 1981.

Frances M. Wilkens of 11 Chickadee La., Levittown, N.Y., died May 4, 1987. She retired in 1976.

Francis M. Williams of 260 Clinton St., Hempstead, N.Y., died May 4, 1987. He retired in 1966.

Personals

My family and I would like to thank all our friends and co-workers for the beautiful flowers and kind expressions of sympathy during the recent loss of my father. **Art Leseberg**

I would like to thank all my husband's co-workers for their kindness and donation to the Smithtown Guide Dog Foundation in his memory. **Mrs. Gerald Zeman**

The family of Roberta Cincotta wishes to express their sincere thanks for the kindness and sympathy shown by our co-workers at Calverton and Melville. **Frank and Donna Cincotta**

My family and I wish to extend our deepest thanks and appreciation to all my co-workers and ESO for the beautiful flowers and kind expressions of sympathy during the recent loss of my mother. **Carl Triolo**

My family and I wish to express our heartfelt thanks for the thoughtfulness and kindness of our Grumman friends on the recent death of our father. Your prayers and concern did much to comfort us during this time of sorrow. **Dom Cermignani**

Organ Donations: It's A Personal Decision

The *Grumman World* article, "Life Can Be An Agonizing Waiting Game For Those Who Need Transplants" (April 24, 1987), prompted several Grummanites to call. They wanted to know why there was no mention of a donor's list or other program to track those who wish to donate their hearts, lungs and other vital organs upon their deaths.

Unfortunately, there aren't any such systems.

In 1968 New York State enacted a law called the Uniform Anatomical Gift Act, which recognizes a uniform donor card. According to a spokesperson at the New York Regional Transplant Program, "signing a donor card is really an expression of a wish."

The New York Program specifically states, "Organ and tissue procurement agencies such as ours will not act without permission of the next-of-kin of the donor." The Georgia organization cited in the April article follows the same guideline.

The New York spokesperson said that the idea of a directory has been discussed. However, it is felt that it would be difficult to implement, because the medical regulations concerning organ donations are so strict. Moreover, parental permission is often required because most donors are young people who are fatally injured in accidents.

In the event of tragedies, transplant coordinators might approach family members to seek permission to remove vital organs in order to save the lives of others.

Grummanites who wish to become vital organ donors should make that decision known to their families and family doctors.

The most important step in considering organ and tissue donation is a family discussion, according to the New York program, so that family members are fully informed and aware of each other's wishes.■

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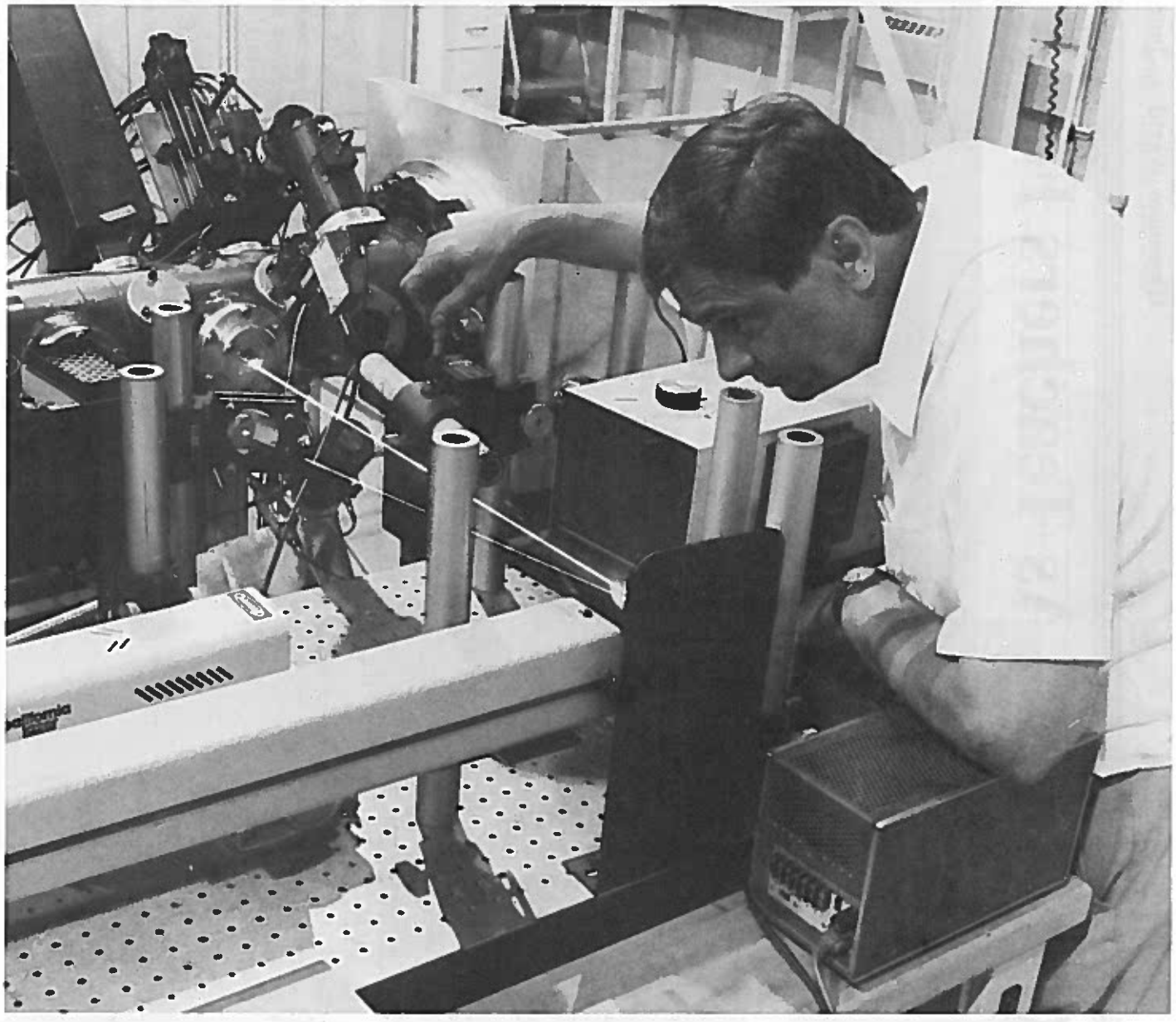

(Photo by Jim Wagner)

Making An Exhaustive Inquiry

Auto mechanics have long known that a car's exhaust smoke can tell a lot about the engine. The exhaust of solid rocket engines may tell some tales, too.

Working in the high speed fluid mechanics lab, senior research scientist Wayne Konopka is using lasers to study the concentration of particles of argon and aluminum oxide in an aerosol spray. Argon and aluminum oxide are both found in the exhaust of solid rocket engines and the spray mimics the exhaust.

Under this research project, Grumman is trying to find out if the number of particles of aluminum oxide can be determined and used to produce an infrared signature that would identify the rocket.

Here he is using four laser beams. The two visible are blue and red beams. What the naked eye and standard photographic film cannot see are two infrared beams.